



DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
2000 NAVY PENTAGON
WASHINGTON DC 20350-2000

ACTION MEMO

FOR: SECRETARY OF THE NAVY

FROM: VADM John B. Nowell, Jr, Deputy Chief of Naval Operations (Manpower, Personnel, Training and Education) (N1) *via [signature] 10/12/21*

SUBJECT: Fiscal Year 2021 and 2022 Navy Reserve Officer Retention and Continuation Policy and Plan Update

- Mr. Secretary, recommend you approve TAB A, the Fiscal Year 2021 and 2022 (FY-21/22) Navy Reserve Officer Retention and Continuation Policy and Plan.
- The FY-21/22 plan complies with title 10, U.S. Code, and Department of Defense regulatory requirements. The plan enhances the Navy Reserve's ability to retain and continue Reserve officer inventory in critical skill sets, ensures equitable promotion and retirement opportunities, fills individual augmentation requirements and allows greater use of Reserve personnel to meet mobilization demands. This represents the collaborative efforts of the Chief of Navy Reserve, Chief of Naval Personnel, Judge Advocate General, and Assistant Secretary of the Navy (Manpower and Reserve Affairs).
- The FY-21/22 plan provides substantially similar retention guidance as the FY-19/20 plan, TAB B.
- The FY-21/22 plan differs from the FY-19/20 plan in the following respects regarding continuation:
 - Adds a new section for Full Time Support (FTS) Officer Retention and Continuation Plan due to changes in SECNAVINST 1920.6D of 24 July 2019 and the current request by Director, Military Personnel Plans and Policy (OPNAV N13) for review of same instruction. Changes were made in this report to ensure clarification of requirements and to define Reserve officer and equitable opportunities.
 - Adds that the Secretary of the Navy (SECNAV) may retain an officer in medical specialties beyond 68 years of age as determined necessary.
 - Adds that Naval Reserve officers who are described in former sections 6397 or 6403 of title 10, U.S. Code, relating to Nurse Corps officers and women officers, will be treated as they would have been treated under those sections as in effect before 1 October 1996, if that treatment would result in the date for the officers' separation from an active status being a later date than the date established under the law in effect on or after 1 October 1996. Accordingly, these officers may be involuntarily removed from the Reserve Active Status List for reasons of failure for selection or years of service only by a special board convened by SECNAV. This section of policy does not exempt these officers from separation due to age restrictions of law.

SUBJECT: Fiscal Year 2021 and 2022 Navy Reserve Officer Retention and Continuation Policy and Plan Update

- Adds section 12244 of title 10, U.S.Code, authorizing SECNAV to prescribe maximum years of service limitations for discharge and retirement of Reserve Warrant Officers. Per SECNAVINST 1920.6D, Chief Warrant Officers (other than a Navy Chief Warrant Officer, W-5) may be selectively continued in the Navy Reserve past 30 Years of Qualifying Service (YQS).
- Adds the ability to continue Navy Chief Warrant Officer, W-5, past 33 YQS until 35 YQS.
- The FY-21/22 plan will remain in effect indefinitely, unless cancelled or superseded by a later version or changes to law or Department of Defense policy.

RECOMMENDATION: Mr. Secretary, request you approve the FY-21/22 Navy Reserve Officer Retention and Continuation Policy and Plan by initialing as Appropriate.

JAN 28 2021
Approve: *jt* Disapprove:

COORDINATION: TAB C

Attachments:
As stated

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FY-21/22 NAVY RESERVE OFFICER RETENTION AND CONTINUATION POLICY

1. General. Title 10, U.S. Code, allows for retention and continuation on the Reserve Active Status List (RASL) of Navy Reserve officers below the grade of O-7. Reserve Officers who are selected for promotion to, or currently hold the grade of Rear Admiral (lower half) or Rear Admiral (upper half) will be covered by the appropriate fiscal year Navy Reserve Flag Officer Promotion Plan. Paragraphs 1.a and 1.b provide applicable statutory references for retention and continuation.

a. Retention

(1) Section 12308 of Title 10, U.S. Code, allows officers who have reached Non-Regular (Reserve) retirement eligibility, per section 12731, to be retained on active duty or in service in a Reserve Component.

(2) Section 14509 of Title 10, U.S. Code, requires the separation of all Reserve officers, below the grade of rear admiral (lower half), on the last day of the month in which the officer becomes 62 years of age, in accordance with section 14515.

(3) Section 14703 of Title 10, U.S. Code, authorizes retention on the RASL of Reserve officers in the Medical Corps, Dental Corps, Nurse Corps, certain subspecialties of the Medical Service Corps, and Chaplain Corps, until the officer becomes 68 years of age. Secretary of the Navy (SECNAV) may retain beyond 68 years of age an officer in medical specialties as determined necessary.

(4) Section 12244 of Title 10, U.S. Code, authorizes SECNAV to prescribe maximum age limitations not to exceed section 14509 of Title 10, U.S. Code, for discharge and retirement of Reserve warrant officers.

(5) Per section 12646 of Title 10, U.S. Code, a Reserve commissioned officer will be retained in an active status in order to qualify for a non-Regular retirement if the officer has at least 18, but less than 20, years of service computed under section 12732 of Title 10, U.S. Code, on the date when the officer is subject to involuntary discharge or removal from the RASL on the basis of twice failing of selection for promotion to the next higher grade. This exception does not apply in cases of separation for cause, disability, or reaching the maximum age of 62 years at which transfer from an active status or discharge is required by law (note: chaplains and officers in medical subspecialties may be eligible for retention until 68 years of age in accordance with section 14703 of Title 10, U.S. Code; see the FY21/22 Navy Reserve Officer Retention Plan, paragraph 5).

(6) Per section 12686 of Title 10, U.S. Code, a Reserve officer who is on active duty (other than for training) and is within two years of qualifying for a Regular retirement under section 8323 of Title 10, U.S. Code, will be retained on active duty until the officer becomes eligible for a Regular retirement unless the Secretary of the Navy or designee approves the officer's involuntary release from active duty. This exception is subject to applicable law governing separation for cause, disability, or the maximum age of 62 years (note: chaplains and officers in medical subspecialties may be eligible for retention until 68 years of age in

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accordance with section 14703 of Title 10, U.S. Code; see the FY21/22 Navy Reserve Officer Retention Plan, paragraph 5).

(7) Navy Reserve officers who are described in former sections 6397 or 6403 of Title 10 U.S. Code, relating to Nurse Corps officers and female officers who were serving in the Navy Reserve on active duty or on the RASL on 30 September 1996, will be treated as they would have been treated under those sections as in effect before 1 October 1996, if that treatment would result in the date for the officers' separation from an active status being a later date than the date established under the law in effect on or after 1 October 1996. Accordingly, these officers may be involuntarily removed from the RASL for reasons of failure for selection or years of service only by a special board convened by SECNAV. This policy does not exempt these officers from applicable law governing separation for reaching maximum age.

b. Continuation

(1) Section 14701 of Title 10, U.S. Code, provides for the selection of officers for continuation on the RASL and specifies the limitations of such continuation.

(2) Section 12244 of Title 10, U.S. Code, authorizes SECNAV to prescribe maximum years of service limitations for discharge and retirement of Reserve Warrant Officers. Per SECNAVINST 1920.6D, warrant officers and chief warrant officers (other than a Navy chief warrant officer, W-5) who are subject to mandatory retirement for years of service may be selectively continued in the Navy Reserve past 30 years of active service, other than active duty for training, or past 30 years of service computed under section 12732 of Title 10, U.S. Code.

2. Period of Retention or Continuation. Retention or continuation will not exceed the limits specified in the FY-21/22 Navy Reserve Officer Retention and Continuation Plan.

3. Start Date of Retention or Continuation.

a. Retention for Approved Officers Starts:

(1) In the grade of Captain: On the first day of the month following the month in which the officer completes 30 Years of Commissioned Service (YCS).

(2) In the grade of Commander: On the first day of the month following the month in which the officer completes 28 YCS.

(3) Upon becoming subject to the provisions of section 12308 of Title 10, U.S. Code.

(4) Upon reaching the age limits specified in section 14509 or 14703 of Title 10, U.S. Code.

b. Continuation for Approved Officers Starts:

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(1) In the grade of Captain: On the first day of the month following the month in which the officer completes 30 YCS.

(2) In the grade of Commander: On the first day of the month following the month in which the officer completes 28 YCS.

(3) In the grade of Lieutenant Commander: On the date when the officer must be removed from the RASL pursuant to section 14506 of Title 10, U.S. Code.

(4) In the grade of Lieutenant: On the date when the officer must be removed from the RASL pursuant to section 14505 of Title 10, U.S. Code.

(5) In the grades of warrant officer and chief warrant officer (W4 and below): On the first day of the seventh month after the month in which the report of the board, which considered and did not select the warrant officer or chief warrant officer for promotion for the second time, is approved; or not later than six months after the date when the warrant officer or chief warrant officer has at least 30 years of active service, other than active duty for training, or at least 30 years of service computed under section 12732 of Title 10, U.S. Code.

4. Voluntary Declination of Retention or Continuation. A Reserve officer offered retention or continuation on the RASL under the FY-21/22 Navy Reserve Officer Retention and Continuation Plan will be considered retained or continued until the officer declines the retention or continuation offer. If declined, the officer shall be removed from the RASL in accordance with section 14513, 14514, or 14515 of Title 10, U.S. Code, or SECNAVINST 1920.6D, enclosure (5), as applicable.

5. Removal from Retention or Continuation. Commander, Navy Personnel Command may vacate an officer's retention or continuation if the need for certain designators, qualifications, or special skills no longer exists, or if the officer does not maintain expected participation standards as directed in approved policy, or as identified in writing to the officer. In such a case, the officer shall be removed from the RASL in accordance with section 14513, 14514, or 14515 of Title 10, U.S. Code, or SECNAVINST 1920.6D, enclosure (5), as applicable.

6. Expiration Date. The FY-21/22 Navy Reserve Officer Retention and Continuation Plan remains in effect indefinitely, until cancelled or superseded by a later version or by changes to law or Department of Defense policy.

FY 21/22 NAVY RESERVE OFFICER RETENTION PLAN

1. General. A review will be conducted at Navy Personnel Command (NAVPERSCOM) for the purpose of considering Reserve officers for retention on the RASL. This will be conducted by a standing panel to facilitate timely review and adjudication of eligible officers being considered for retention. Reserve officers on the RASL in the grades and designators discussed below may be retained in an active status by the Reserve Officer Retention and Continuation Panel, provided they are physically qualified and consent to retention on the RASL. Normally, officers will not be considered for retention more than one year in advance of their mandatory attrition date.

NOTE: For the purposes of this document, "Reserve officers" refers to Selected Reserve officers and not Full-Time Support (FTS) officers. FTS officers are addressed in the FY-21/22 FTS Officer Retention and Continuation Plan.

2. Eligibility. Any Reserve officer specified in the FY-21/22 Navy Reserve Officer Retention Plan who is subject to removal from the RASL and who consents to retention must submit a request for consideration in writing to the Reserve Officer Retention and Continuation Panel (PERS-911) in order to be retained. Only those officers possessing specific skills that cannot be found elsewhere in the Navy Reserve will be considered for retention.

3. Notice of Opportunity for Retention on the RASL. Based on the approved FY-21/22 Navy Reserve Officer Retention and Continuation Plan, COMNAVPERSCOM (PERS-911) will notify officers prior to their pending statutory separation by letter and inform them of the opportunity to be considered for retention.

4. Notification of Retention. COMNAVPERSCOM (PERS-911) will review the eligibility of officers for retention and notify by letter those Reserve officers approved for retention on the RASL and the period of their retention.

5. Retention.

a. Retention of officers who have reached Non-Regular (Reserve) Retirement Eligibility. Officers who have reached Non-Regular (Reserve) retirement eligibility per section 12731 of Title 10, U.S. Code, may, with the officer's consent, be retained on active duty by COMNAVPERSCOM or in service in a Reserve Component past age 60, per section 12308 of Title 10, U.S. Code. The period of retention may not extend beyond the age limits of section 14509 or 14703 of Title 10, U.S. Code.

b. Retention of Chaplains and Officers in the Medical Subspecialties

(1) Captains and Commanders. Reserve officers in the Medical Corps (2105), Dental Corps (2205), Nurse Corps (2905), Medical Service Corps (2305) (designated to perform service as an optometrist, podiatrist, allied health officer or biomedical sciences officer) and Chaplain Corps (4105) who are identified by COMNAVPERSCOM as possessing necessary skills, may be retained on the RASL per section 14703 of Title 10, U.S. Code, beyond the age limits specified in section 14509 of Title 10, U.S. Code, by COMNAVPERSCOM. The period of retention may not extend beyond the date on which the officer becomes 68 years of age.

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(2) Lieutenant Commanders. Reserve officers in the Medical Corps (2105), Dental Corps (2205), Nurse Corps (2905), Medical Service Corps (2305) (designated to perform service as an optometrist, podiatrist, allied health officer or biomedical sciences officer) and Chaplain Corps (4105), not subject to provisions of section 14506 of Title 10, U.S. Code, who are identified by COMNAVPERSCOM as possessing necessary skills may be retained on the RASL per section 14703 of Title 10, U.S. Code, beyond the age limits specified in section 14509 of Title 10, U.S. Code, by COMNAVPERSCOM. The period of retention may not extend beyond the date on which the officer becomes 68 years of age.

(3) Reserve officers listed in paragraphs 5b(1) and 5b(2) above who hold a medical subspecialty determined to be necessary to the Navy, may, with the consent of the officer and by order of the Secretary of the Navy, be retained in an Active Status beyond 68 years of age. Retention will be for an appropriate period determined on a case-by-case basis.

c. Retired Reserve Officers. Retired Reserve officers may be retained on, or recalled to, active duty to meet specific skill sets not readily available in the active duty and Ready Reserve inventories. COMNAVPERSCOM is authorized to recall to active duty or retain on active duty in a retired status Reserve officers who volunteer for such service and:

(1) Who are qualified and are needed to fill mobilization and/or Individual Augmentation requirements; or

(2) Who possess skill sets in short supply needed by the Reserve or Active Component and who have been identified by Reserve or Active Component commands to fill immediate active duty requirements, with the exception of ADOS (e.g., ADSW) orders.

FY 21/22 NAVY RESERVE OFFICER CONTINUATION PLAN

1. General. A review will be conducted at Navy Personnel Command (NAVPERSCOM) for the purpose of considering Reserve officers for continuation on the RASL. This will be conducted by a standing panel to facilitate timely review and adjudication of eligible officers being considered for continuation. Reserve officers on the RASL in the following grades and designators may be continued in an active status by the Reserve Officer Retention and Continuation Panel, provided they are physically qualified and consent to continuation on the RASL. Normally, officers will not be considered for continuation more than one year in advance of their mandatory attrition date.

NOTE: For the purposes of this document, "Reserve officers" refers to Selected Reserve officers and not Full-Time Support (FTS) officers. FTS officers are addressed in the FY-21/22 FTS Officer Retention and Continuation Plan.

2. Eligibility. Any Reserve officer specified in the FY-21/22 Navy Reserve Officer Continuation Plan who is eligible to be considered for continuation and who consents to continuation must submit a request for consideration in writing to the Reserve Officer Retention and Continuation Panel (PERS-911) in order to be continued.

3. Notice of Opportunity for Continuation on the RASL. Based on the approved FY-21/22 Navy Reserve Officer Retention and Continuation Plan, COMNAVPERSCOM (PERS-911) will notify officers prior to their pending statutory separation by letter and inform them of the opportunity to be considered for continuation.

4. Notification of Continuation. Commander, Navy Personnel Command, will review the eligibility of officers for continuation and notify by letter those Reserve officers approved for continuation on the RASL and the period of their continuation.

5. Continuation.

a. In the Grades of Captain, Commander, Lieutenant Commander, Lieutenant, Warrant Officer, and Chief Warrant Officer:

(1) In all designators, those who are subject to attrition per section 14505, 14506, or 14507 of Title 10, U.S. Code, or SECNAVINST 1920.6D, enclosure (5), and who are serving on active-duty orders at the time of required separation. Annual Training and Active Duty for Training orders do not qualify as active-duty orders under this provision of the Continuation Plan. Continuation shall not extend beyond the length of the active duty orders.

(2) In all designators, those lieutenants and lieutenant commanders who are subject to removal from the RASL per sections 14505 or 14506 of Title 10, U.S. Code, and who, on the prescribed day, if removed from the RASL, have sufficient service to qualify for retirement, but lack the necessary six months' time in grade required by section 1370a(b) of Title 10, U.S. Code, to retire in the highest grade in which they have served satisfactorily. Continuation shall not extend beyond the minimum time necessary to afford the officer the opportunity to meet the six months' time in grade requirement.

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(3) In all designators, those commanders and captains who are subject to removal from the RASL per section 14507 of Title 10, U.S. Code, and who, on the prescribed day, if removed from the RASL, have sufficient service to qualify for retirement, but lack the necessary three years' time in grade required by section 1370a(c) of Title 10, U.S. Code, to retire in the highest grade in which they have served satisfactorily. Continuation shall not extend beyond the minimum time necessary to afford the officer the opportunity to meet the three-year time in grade requirement.

(4) Continuation on the RASL may be authorized for officers whose special skills (as determined by BUPERS-3 and PERS-4) meet a known active-duty military manpower requirement which cannot be met by a Regular or Reserve officer on active duty or Reserve officer in the Ready Reserve. Reserve officers will not be continued in an active status solely for the purpose of local command personnel continuity, increasing retired pay for the individual, or as an individual reward for long, distinguished service.

b. In the Grade of Captain: Those captains who would otherwise be removed from the RASL after completing 30 years of commissioned service (YCS), per section 14507 of Title 10, U.S. Code, may be considered for continuation in support of community needs. Pursuant to section 14701 of Title 10, U.S. Code, continuation shall not extend beyond the last day of the month in which the captain completes 35 YCS.

c. In the Grade of Commander: Those commanders who would otherwise be removed from the RASL after completing 28 YCS, per section 14507 of Title 10, U.S. Code, may be considered for continuation in support of community needs. Pursuant to section 14701 of Title 10, U.S. Code, continuation shall not extend beyond the last day of the month in which the commander completes 33 YCS.

d. In the Grade of Lieutenant Commander: Those lieutenant commanders who are subject to the attrition provisions per section 14506 of Title 10, U.S. Code, may be considered for continuation in support of community needs. Pursuant to section 14701 of Title 10, U.S. Code, continuation shall not extend beyond the last day of the month in which the officer completes 24 YCS.

e. In the Grade of Lieutenant:

(1) Officers who were considered twice for selection to lieutenant commander and twice failed of selection on the RASL may be considered for continuation to allow one additional opportunity for promotion to lieutenant commander on the RASL.

(2) Continuation is not authorized for any lieutenant who has three or more failures of selection to lieutenant commander on the RASL.

(3) Unless placed on a promotion list, cumulative continuation periods for lieutenants shall not extend beyond the last day of the month in which the officer completes 20 YCS or reaches the age limits specified in section 14509 of Title 10, U.S. Code.

FY 21/22 NAVY RESERVE OFFICER CONTINUATION PLAN

f. In the Grades of Warrant Officer and Chief Warrant Officer:

(1) Warrant Officers and Chief Warrant Officers (W-4 and below). Warrant officers and chief warrant officers who would otherwise be removed from the RASL after completing 30 years of active service, other than active duty for training, or 30 years of active service computed under section 12732 of Title 10, U.S. Code, may be selectively continued to meet requirements identified for their grade, competitive category, and designator in accordance with SECNAVINST 1920.6D.

(2) Chief Warrant Officers (W-5). Per SECNAVINST 1920.6D, a chief warrant officer, W-5, if not retired earlier, will be retired 60 days after the date on which the officer completes 33 years of service computed under section 12732 of Title 10, U.S. Code. Those who would otherwise be removed from the RASL after completing 33 years of service may be considered for continuation as a chief warrant officer W-5 in support of community needs. Continuation may not extend beyond the last day of the month in which the chief warrant officer W-5 completes 35 years of service computed under section 12732 of Title 10, U.S. Code.

FY-21/22 NAVY RESERVE FULL TIME SUPPORT OFFICER
RETENTION AND CONTINUATION PLAN

1. General. Full Time Support (FTS) officers in the following grades and designators may be retained on active duty and, if required, continued on the Reserve Active-Status List (RASL) provided they are physically qualified and consent to retention and continuation as applicable.
2. Authority. Commander, Navy Personnel Command (COMNAVPERSOM) is delegated authority to convene the FTS Retention and Continuation Selection Boards for lieutenants and lieutenant commanders and the Selective Retention (SELRET) Boards for commanders and captains in accordance with the policy and procedures set forth in this plan; and approve the corresponding board reports, the retention or non-retention of FTS officers on active duty, and the continuation or non-continuation of FTS officers on the RASL. This authority is non-delegable.
3. Eligibility. The annual FTS Retention and Continuation Plan will be announced via NAVADMIN and will promulgate the eligible paygrades, designators, skill sets, and retention / continuation periods, as appropriate. Selection process will be via a retention and continuation board unless otherwise specified.
4. Retention on Active Duty; Continuation on the RASL.
 - a. In the Grade of Lieutenant:
 - (1) FTS officers who were considered and twice failed of selection for promotion to lieutenant commander shall not be retained on active duty as FTS officers on the RASL. Such officers may be considered for continuation on the RASL to allow for one additional opportunity for promotion to lieutenant commander on the RASL as members of the Selected Reserve (SELRES). Continuation must be authorized before separation from active duty occurs. Continuation shall not extend beyond two years after release from active duty.
 - (2) FTS lieutenants may be considered for retention on active duty and continuation on the RASL by a Retention and Continuation Board if addressed in the annual FTS Retention and Continuation Plan NAVADMIN. Retention on active duty will not extend beyond the date in which the officer qualifies for a regular retirement under section 8323 of title 10, U.S. Code or 20 years of commissioned service (YCS), whichever occurs first.
 - b. In the Grade of Lieutenant Commander: FTS officers who were considered and twice failed of selection for promotion to commander are subject to involuntary release from active duty, and if required are removed from the RASL, unless retained on active duty and, if required, continued on the RASL by a Retention and Continuation Selection Board.
 - (1) FTS lieutenant commanders' retention on active duty and continuation on the RASL will not extend beyond the date in which the officer qualifies for a regular retirement under section 8323 of title 10, U.S. Code.
 - (2) FTS lieutenant commanders may be considered for retention on active duty beyond 20 YOAS if addressed in the annual FTS Retention and Continuation Plan NAVADMIN.
 - (3) FTS lieutenant commanders may be considered for retention on active duty and continuation on the RASL up to 24 YCS if addressed in the annual FTS Retention and Continuation Plan NAVADMIN.

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RETENTION AND CONTINUATION PLAN

c. In the Grade of Commander:

(1) FTS officers who were considered and twice failed of selection for promotion to captain will be retained on active duty if required to enable the officer to become eligible for a regular retirement per section 8323 of Title 10, U.S. Code. Retention on active duty will not extend beyond the date in which the officer qualifies for a regular retirement under section 8323 of title 10, U.S. Code, unless addressed in the annual FTS Retention and Continuation Plan NAVADMIN.

(2) FTS commanders who were considered and twice failed of selection for promotion to captain may be considered for retention on active duty if selected by a Commander SELRET Board.

(3) FTS commanders may be considered for retention on active duty and continuation on the RASL up to 33 YCS if addressed in the annual FTS Retention and Continuation Plan NAVADMIN.

d. In the Grade of Captain:

(1) FTS captains will be retained on active duty, if required, to enable the officer to become eligible for a regular retirement per section 8323 of Title 10, U.S. Code.

(2) FTS captains may be retained on active duty to 1 September of the fifth fiscal year following the fiscal year of promotion to the grade of captain if retained by a FTS Captain SELRET Board. FTS captains not selected for retention by a FTS Captain SELRET Board will retire or be released from active duty not later than the first day of September of the third fiscal year following the fiscal year of promotion to the grade of captain.

(3) FTS captains may be retained on active duty until completion of 30 YCS if retained by a second Captain SELRET Board. FTS captains not selected for retention by their second FTS Captain SELRET Board will retire or be released from active duty not later than the first day of September of the fifth fiscal year following the fiscal year of promotion to the grade of captain.

(4) FTS captains may be considered for retention on active duty and continuation on the RASL up to 35 YCS if addressed in the annual FTS Retention and Continuation Plan NAVADMIN.

e. Retired FTS Officers: COMNAVPERSOM is authorized to recall to active duty or retain on active duty in a retired status FTS officers who volunteer for such service and:

(1) Who are qualified and are needed to fill mobilization or Individual Augmentation requirements; or

(2) Who possess skill sets in short supply needed by the Reserve or Active Component and who have been identified by Reserve or Active Component commands to fill immediate requirements, with the exception of ADOS (e.g., ADSW) orders.